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APA Fundamental Payroll Certification Sample Questions (Q131-Q136):

NEW QUESTION # 131

Which of the following documents listed on Form I-9 can be used to establish both an employee's identity and employment eligibility?

- A. U.S. Passport
- B. Voter's Registration Card
- C. Social Security Card
- D. Driver's License
- E. S. Citizenship and Immigration Services (USCIS) - Form I-9 Instructions

Answer: A

NEW QUESTION # 132

Workers' compensation payments are excluded from gross income and employment taxes EXCEPT when the amounts received:

- A. Are not related to illnesses suffered on the job.
- B. Are related to injuries suffered on the job.
- C. Do not exceed the benefits provided under the federal workers' compensation law.
- D. Do not exceed the benefits provided under the state workers' compensation law.

Answer: A

Explanation:

Workers' compensation benefits are tax-exempt if they are paid for work-related injuries or illnesses.

If payments are received for non-work-related illnesses (B), they become taxable.

Amounts that do not exceed federal or state limits (C & D) remain tax-exempt.

Reference:

IRS Publication 525 (Taxable and Nontaxable Income)

NEW QUESTION # 133

What is the purpose of Form I-9?

- A. To determine how much FIT to withhold from a paycheck
- B. To request an ITIN
- C. To summarize taxable wages earned during the calendar year
- D. To verify the identity and employment authorization of a worker

Answer: D

Explanation:

Comprehensive and Detailed Explanation: Form I-9, Employment Eligibility Verification, is used by employers to:

* Verify the identity of newly hired employees

* Ensure employees are legally authorized to work in the U.S.

* Prevent illegal employment practices

* Option A (Request an ITIN) is incorrect because an ITIN (Individual Taxpayer Identification Number) is requested using Form W-7, not I-9.

* Option B (Determine FIT withholding) is incorrect because Form W-4 is used for federal income tax withholding, not Form I-9.

* Option C (Summarize taxable wages) is incorrect because Form W-2 summarizes taxable wages.

Reference:

U.S. Citizenship and Immigration Services (USCIS) - Form I-9 Instructions Payroll.org - Employment Eligibility Verification Guide

NEW QUESTION # 134

How frequently must an employer include noncash fringe benefits in an employee's income?

- A. annually
- B. each pay period
- C. quarterly
- D. semiannually

Answer: A

NEW QUESTION # 135

Based on hours recorded for the 7-day workweek below, calculate the number of overtime hours, if any, under the FLSA.

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
8 (Sick Paid)	10 (Vac F	9	8	8	8	2

- A. 0
- B. 1
- C. 2

- D. 3

Answer: B

Explanation:

Comprehensive and Detailed Explanation:

Under the Fair Labor Standards Act (FLSA), overtime is calculated only on actual hours worked beyond 40 hours per workweek. Paid leave hours (sick and vacation) do not count as "worked" hours under FLSA overtime rules.

Calculate actual worked hours:

Tuesday: 10 hours

Wednesday: 9 hours

Thursday: 8 hours

Friday: 8 hours

Saturday: 8 hours

Sunday: 2 hours

Total actual hours worked = 45 hours

Overtime hours = 45 - 40 = 5 overtime hours

Thus, the correct answer is B (3 overtime hours), based on hours worked exceeding 40, minus sick and vacation pay.

Reference:

Fair Labor Standards Act (FLSA) - Overtime Regulations

Payroll.org - FLSA Compliance Guidelines

NEW QUESTION # 136

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